

2004 Greek Strategic Planning Committee

Friday, 26 March 2004, 5 – 9:30 pm

5:00 pm **Eat & Reconnect**
5:15 pm **Review Expectations**
 Review Strategic Condition
5:30 pm **Fish Bowl**
9:00 pm **Focus on the Future**
9:30 pm **Wrap It Up**
 See you tomorrow!

Ground Rules

1. Listen respectfully: be attentive, wait for the speaker to finish before speaking yourself.
2. Don't fear confrontation.
3. Effective communication: speak succinctly; appropriate and respectful language.
4. Be open and honest in discussion. If you have something to say, say it here.
5. Trust the process.
6. Open approach: How can we make this work? Open to new ideas.
7. Confidentiality. Unity among committee members.

Parking Lot

- How can we (SA) communicate better with you?
 - Sensitive issues
 - Seriousness of issues
- Self-governance
- Ritual
- Honor Code
- Diversity
- Alcohol/Hazing

Summary

Fish Bowl Experience: Don led two confidential discussions, first with the Student Affairs Staff and then with the student representatives. The question he posed to the individuals of each group was: "When the weaknesses of the Greek system surface, how does it affect your life?" The entire group listened as each of the two groups talked with Don.

Following the Fish Bowl Experience, the entire group identified common themes, lingering questions, and remaining tensions. Goal setting will take place tomorrow.

Saturday, March 27, 2004, 10:00 am-4:00 pm

Today's Agenda

10:10 Review Yesterday

10:20 Review Process

10:30 Pressing Issues

11:00 Group Goals

Noon Working Lunch

1:00 Reporting Out

3:00 Synthesis

4:00 Closings

Review of Yesterday:

- Greater trust developed
- Consensus—common objectives
- Observations: odd to ask Student Affairs to be both Prosecutor and Advocate—students see SA primarily as prosecutors; Jewell is bigger than current staff, students, chapters—SA may feel they must protect the long term perspective.
- Students would like to self-govern—need support; SA would like to be able to focus on being advocates.
- Discussion of role of alumni leadership—proactive roles, training, nurturing, protecting.
- Remember reasons for choosing Greek life—voluntary core values, higher standard. Does ritual matter? How do you make the ritual matter to undergraduates? How do leaders honor the ritual?

Review of Process:

- Mission Statement is at the top the temple.
- Vision Statement defines how the Mission Statement will be practiced or witnessed.
- Goals are the pillars that bring the Vision Statement into a reality. Strategy or action plan that upholds the entire structure.
- Mission creates the vision that defines the goals that determines the strategy that develops the action plan.

Pressing Issues:

Hazing, Alcohol, and Sexual Assault: 90 % of the causes for the closing of Greek systems or organizations.

Hazing:

- A lot of hazing takes place in Christian based or Southern based organizations. Hazing is inconsistent with Christian model.
- Hard to argue that hazing helps the body—illness, death
- Hard to argue that hazing helps the spirit—hazing is unexpected by many first year students, destructive to the spirit of individuals. This destruction can lead to suicide.
- Idea of “Hell Week”—what right do you have as a human being, as a Christian, to put someone else through hell. We do not need to artificially produce hell.
- The job of the organization should be to raise all people up rather than tear them down—particularly being at a Christian institution where the belief is that all people are created in God’s image.
- Do not buy into the idea that hazing builds unity within the pledge class—be creative to find loving ways to create unity. Although hazing does build some unity among some individuals, it is destructive and contrary to the ritual of the organization.
- No such thing as “moderate” hazing or “grey” areas—all hazing is inappropriate.

Alcohol:

- How many Jewell students would be dead if it weren’t for vomiting?
- Alcohol mixed with hazing or sexual assaults becomes very dangerous.
- We have policy regarding the age of alcohol consumption—reality is that many do not follow this policy. Because many underage students find the age policy is unrealistic, they through the whole system out the window.
- Focus on responsible personal conduct: may begin with if you choose to drink, can you drink in a way that does not hurt self, others, or your organization.

Sexual Assault:

- Plenty of chapters have been closed down because one individual committed sexual assault after alcohol was illegally consumed at a chapter event.
- Most national organizations have a zero tolerance policy regarding sexual assault—close the chapter first, ask questions later.

Group Goals:

- Groups should come up with no more than four goals and two strategies that will bring the vision into a reality.
- Difference between goal, strategy, and action plan: Increased interfraternalism would be a goal, while hosting an interfraternal retreat may be a part of the strategy or action plan. Goal is broad while a strategy is a specific event.

- Goals must be based on the vision and mission statements.

Group 1:

Improve/Support Academic Achievement

Achievement

- Academic Standards
- Incentives and Awards
- Faculty Advisors
- Greek Curriculum

Self Governance and Accountability

- Honor Code—create unity, accountability, eliminate grey areas
- Create a fair and just system (with checks and balances)
- Student Grievance
- Training Issues

Alumni/ae Support and Development

- Development of Alumnae Greek Council
- Enhanced Alumni/ae Advising Committees
- Alumni/ae Training Programs

Philanthropy and Service

- Measurable Goals
- All Greek Projects

Group 2:

Recognize and Celebrate Greek Core Values Collectively

- Order of Omega Charter
- Improved Greek Week and Award Banquet

Be National Leader in Leadership Development

- Increase Involvement of IFC and Panhellenic
- Host National and Regional Greek Leadership

Develop Responsible Membership

- Value Based Recruitment
- Educate and Train Current Membership

Create Credible and Accountable Self-Governance

- Invigorate Roles and Responsibilities of Alumni advisors, SA, and RA's.
- Re-establish Greek Judiciary with Consistent Enforcement of all Alcohol, Hazing, Sexual Abuse, and all other College Policies.

Group 3:

System of Self Governance

- Leadership Training
- Greek Honor Code
- IFC and Panhellenic in Dispute Resolution
- Clarify and Codify, Policies and Procedures

Partnerships

- Greeks and Student Affairs
- Alumni and Student Affairs
- Alumni and Greeks
- Greeks and Greeks

Recognition for Greeks

- Improve Awards
- Start Greek Honoraries
- Campus Service Awards
- Academic Awards

Highest Group GPA

- Greek Honoraries

Group 4:

Honorably Live Out Our Core Values

- Adopt a Greek Honor Code that universally defines our core values and sets high standards for responsible conduct
- Expect Each Chapter to Educate its Members on the History, Values, and Ritual

Responsible Self-Governance

- Create an internal, legitimate judiciary system within each chapter: overseen by IFC and Panhellenic with support from Student Affairs and Alumni
- Create an officer training and transition program for alumni and undergraduates
- Create an objective system of assessment and accountability

Unified Greek Community

- Promote a culture of interfraternalism
- Address housing equality issues: Women's Greek complex
- Further diversification of the Greek community

Promoting a Positive Greek Image

- Create a comprehensive public relations plan
- Utilize IFC and Panhellenic as a forum for promoting positive Greek issues

Positive New Member Experience

- Implement new recruitment strategies
- Create a positive new member education process: address issues of hazing

Consensus of Goals:

- 1) Accountable, Credible, and Responsible Self-governance
 - a) Honor code
 - b) Training Issues
 - c) Judicial System
 - d) Consistent enforcement of policy regarding hazing, alcohol, and sexual assault
 - e) Assessment Tools
- 2) Unified Greek Community
 - a) Housing equity
 - b) Relationships
- 3) Positive Recruitment and New Member Experience
- 4) Alumni and Advisor Leadership, Development, and Education
 - a) Greek Alumni Council
- 5) Recognize and Promote Our Greek Community
 - a) National Recognition
 - b) Comprehensive Public Relations Plan
- 6) Support and Improve Academic Achievement
 - a) Order of Omega
 - b) Faculty Advisors
- 7) Build Campus and Community Partnerships
 - a) Philanthropy
 - b) Service
- 8) Member Leadership Development and Education
 - a) Officer Training and Transition
 - b) History, Values, and Rituals
- 9) Promote a Greek Community that Welcomes and Values Diversity
- 10) Strengthen and Define the Role of IFC and Panhellenic

Diversity Discussion:

Do we make diversification of the Greek system one of our goals?

Do we do this by attracting minorities to our already existing organization?

Do we add a fraternity and sorority that has a historically black heritage?

What is our Greek system doing or not doing currently to make minorities feel welcome?

- Some of our current minority students have dropped out of the Greek system because they are uncomfortable with the current process—hazing gets very personal.

Don't minorities have other organizations to discuss their heritage? Don't non-minorities?

Some of our current minority students are joining historically black groups at UMKC because we do not have one at WJC.

We must address this issue—strategic plan of Dr. Sallee.

Even if we do add a historically black fraternity, we still need to make our current groups welcoming to minorities.

Color of skin is not the only minority issue—sexual orientation is an issue as well.

Most historically black fraternities follow a regional model—critical mass issues.

Issues of separatism; histories of our own chapters—there may be a resistance to joining based on our history.

Is the goal to diversify the individual houses or the system? Separating out leads to less diversity within each organization.

Adding historically black organizations may serve our students best. These organizations do not exclude white students from membership just as our current organizations do not exclude black students. Adding historically black organizations may offer our non-black students a great learning experience.

NPHC offers self-governance and their own process of recruitment.